



December 2012

JSEC Newsletter

Glendive Job Service ♦ 211 South Kendrick

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Contact Job Service for all your business needs.

Montana's Minimum Wage Will Increase \$.15 January 1, 2013

Montana workers earning minimum wage will see an **increase** from \$7.65 per hour **to \$7.80 per hour** on January 1, 2013, pursuant to Montana Code Annotated 39-3-409.

The law requires a minimum wage adjustment annually based on changes in inflation as measured by the Consumer Price Index (CPI) from August of the preceding year to August of the year in which the calculation is made. An adjust-

ment to the minimum wage is to be calculated no later than September 30 of each year based on any increase in the CPI, rounded to the nearest five cents.

The current 2012 minimum wage rate is \$7.65 per hour. Based on an increase in the CPI of 1.7% from August, 2011 to August, 2012, the calculation used for determining the minimum wage rate for 2013 is as follows:

$\$7.65 \times .017\% = \0.13 , rounded to \$0.15

Information relating to Montana's minimum wage may be downloaded from DLI's website at www.mtwagehourbopa.com

Get all required posters from Job Service - at no cost.

Unemployment Rates

MT	U.S.
5.4%	7.6%

County Unemployment Rates	
Dawson	3.1%
McCone	2.5%
Wibaux	2.3%

October 2012 Information

Unemployment Rate/Non-Seasonally Adjusted

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JSEC Offers Scholarships

The Glendive JSEC is once again offering scholarships of \$500 to graduating seniors, Class of 2013, who intend to further their education at Dawson Community College fall semester following graduation. Winning applications will automatically be submitted for consideration at the state level, to the Montana State Employer Council, which offers the

annual \$500 Fred Unmack Memorial Scholarship.

After the holiday break, High School seniors in Circle, Glendive, Richey & Wibaux should contact their Guidance Counselor for the specifics. Deadline is March 15, 2013.

Crucial Conversations

Whenever you are stuck and not getting the results you are looking for, whether it is a frustrating coworker, difficult boss, or a strained or failing relationship, it's likely a crucial conversation is keeping you there. Whatever the issue, if you can't talk openly and honestly with almost anyone about almost anything, you can expect poor results.

So what is a crucial conversation? A crucial conversation is a discussion between two or more people where the stakes are high, opinions vary, and strong emotions prevail. They are the difficult and risky conversations that we may have been avoiding or mishandling in the past, leading to frustration and poor results. These are the

conversations that can keep you awake at night. When you encounter these conversations, you are at the crossroads of results. Handle them poorly, and the relationship and outcome are damaged. Handle them well, and understanding, agreement, and committed mutual action result, and relationships are strengthened. You might be thinking to yourself, "Given the option, I prefer solutions and strengthened relationships."

There is much more to be learned, absorbed and practiced. You can check it out in [Crucial Conversations](#), a book written by Kerry Patterson, Joseph Grenny, Ron McMillan, and Al Switzler. They teach simple, repeatable skills that produce positive, predictable results.

You can learn to:

- Speak persuasively, not abrasively
- Foster teamwork and better decision making
- Build acceptance rather than resistance, and
- Resolve individual and group disagreements

Many have found *Crucial Conversations* to be extremely helpful in handling difficult situations, conflicts, and disagreements in both professional and personal life. **Watch this publication for additional opportunities to gain knowledge about crucial conversations.**

Glendive Job Service is on Facebook

Glendive Job Service is now on Facebook! With the ever-increasing use of technology among Job Service customers, creating a Facebook page provides another tool to reach and serve employers, job seekers, and veterans. Facebook enables increased awareness of the wide variety

of services Job Service offers. Posts include employment-related topics and news, recent job openings, and links to other relevant information or helpful services on the internet. Our page reminds viewers when Veterans Service Officers, Vocational Rehabilitation Counselors, or

other specialized providers will be in our office as well as dates for employment-related events such as job fairs or hiring events. Please visit www.facebook.com/glendivejobservice and "like" our page!



JSEC Expands Scholarship to Include Current DCC Students

For a number of years the Glendive JSEC has offered a scholarship to graduating high school seniors who plan to attend Dawson Community College freshman year. By providing this scholarship the JSEC aimed to assist and encourage students to take that next essential step into post secondary education, and to support their local institution of higher education.

This year JSEC has decided to expand the scholarship by offering a \$500 award to a current Dawson Community College student who plans to return to DCC fulltime for the 2013-2014 academic year. The additional scholarship allows JSEC to assist a student to stay in college and complete his or her education at DCC, and to provide added support of the College.

DCC students should pick up an application at the Financial Aid office and submit the required materials by March 15, 2013.

Montana Employers will see a Decrease in Their 2013 UI Contribution Rates

The Department of Labor and Industry announced recently that the Unemployment Insurance Contribution Rate Schedule will be adjusted from schedule 7 to schedule 6, resulting in a decrease in many Montana employer's contribution rates for 2013. "This is good news for Montana employers, both large and small, as we continue our economic recovery in the state", said Labor Commissioner Keith Kelly. "UI benefits provide a critical financial safety net for Montana's unemployed workers, and as more Montanans return to work the demand for those benefits decreases, in turn lowering the rate schedule."

During the recession Montana Employers saw an increase in their contribution rate schedules. Each year a statutory formula is used to determine employer contribution rates for the

next calendar year. Legislation, initially passed in 1979, requires the automatic rate adjustment. There are 11 schedules as provided by law and the rates are decreasing from schedule 7 to schedule 6. The contribution rates in 2013 will average 2.12% as compared to 2.32% in 2012.

Throughout the recession, Montana has been one of only 18 states in the U.S. to maintain a positive UI Trust Fund balance. This means through careful management, and the timely contributions from Montana businesses, Montana did not have to borrow from the federal government in order to continue paying state UI benefits. Many states are now in the position of requiring additional taxes from employers in order to pay back loans to the federal government and achieve solvency for their trust fund accounts.

"Our statutory unemployment Rate Schedule is doing exactly what it is designed to do, provide for benefits during economic downturns, while rebuilding the fund as the economy grows", said Unemployment Insurance Administrator Roy Mulvaney. Some employers will not experience a rate decrease as individual rates are based on an employer's overall unemployment rate history.

Individual employer rate information will be mailed in mid-December. For general information on UI rates, please visit: <http://uid.dli.mt.gov>.



Back Row: Dawn Guenzi, Shannon Kadrmas, Lonnie Cross

Front Row: Darla Handran, Karen Ohlin

Happy Holidays

and

Greetings of the Season from the Glendive Job Service

JSEC - A Community Asset

The Job Service Employer Committee (JSEC) is a powerful tool that ensures effective use of your tax dollar, influences how Job Service works, taps into educational and training resources, impacts programs to meet business needs, and provides a statewide network among employers.

The Glendive JSEC serves as an advisory board to Job Service, which has been proven to be a productive and effective public/private partnership. JSEC basically is local business people identifying and addressing the needs of their fellow business

community members. The JSEC also serves as the advisory board to the Business Management Program at Dawson Community College. Members provide input to ensure the courses taught adequately prepare students for the real world of work.

JSEC in Glendive sponsors low-cost, educational seminars right in town, saving travel and per diem dollars.

To enhance networking among business, individuals and public sector, JSEC sponsors the Connie Balcer Memorial JSEC Classic Golf Tournament annually.

JSEC youth activities include supporting Jobs for Montana's Graduates and hosting a Career Fair every other year. In addition, JSEC awards up to three \$500 scholarships to graduating seniors who intend to further their education at Dawson Community College fall semester following graduation. The scholarships are offered to Circle, Dawson County High, Richey and Wibaux County High School students.

The Glendive JSEC has been an asset to the community for 25 years and continually seeks ways to contribute to the economic

well-being of Glendive and the surrounding area. If you would like to become a member of this productive and useful group, please contact Barb Roehl, Chair 687-7463, Lonnie Cross, Job Service Manager 377-3314 ext 203, Darla Handran, JSEC Coordinator 377-3314 ext 206, or any member.



JSEC Members

Pat Cunningham
Dawson Community College

Ross Farber
Glendive School District

Nick Haag
Montana Dakota Utilities

Jerry Jimison
City of Glendive

Jeffrey Kirby
BNSF Railway

Christina Miller
WoRC Program

Joetta Percy
Glendive Medical Center

Carlena Quinn
HKT Big Sky Motors

Barb Roehl, JSEC Chair
Mid-Rivers Communications

Stacey Stanfill
BOSS Office

Kim Trangmoe, JSEC Vice-Chair
Astoria Hotel & Suites

MaryAnn Vester
Dawson Community College

Tim Wall, JSEC Treasurer
Community First Bank

Lonnie Cross
Job Service Manager

Darla Handran
JSEC Coordinator & Newsletter Editor

<http://glendivejobs.mt.gov>

Interested in becoming a member of JSEC?

Call JSEC Chair, Barb Roehl at 687-7463 or any JSEC member.

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